A

Research Proposal

on

ASSOCIATION OF PERSONAL VALUES AND WORK EXPLOITATION WITH WORK LIFE BALANCE OF WOMEN PROFESSIONALS OF NORTHERN INDIA

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INTRODUCTION

Women are inseparable part of society. They are working at home and workplace to fulfill the needs of society and family. Women are performing their duties very efficiently on both the fronts. They are having equal rights and positions to men. In family, they are bearing all the responsibilities of family. The status of the women can be defined as the degree of equality and freedom enjoyed by women in shaping and sharing of the power. The recognition of the women's equality in the Indian constitution was a radical departure not only from traditional Indian society but from the norms of most advanced countries at that time. The status of women in India has been subject to many great changes over the past few millennia. From equal status with men in ancient times through the low points of the medieval period, to the promotion of equal rights by many reformers, the history of women in India has been eventful.

The position of women in India has not been rosy, right from the ancient to medieval and modern India. The status of women in India has been subject to many great changes over the past years. She had equal position status with men in ancient times. The history of women in India has been eventful. During Rigvedic Period, there have been references when women had role to play in political decisions of the society. They were participating in Sabha and Samiti of tribal polity. But as they approached to later Rigvedic period, their position and status suffered. Though historians get some scattered references of women participating in the polity of their states like Rajyashree, during Harshavardhna era, had a strong position as compared to their male fellows. Jaiswal (2001) mentioned that Arthashastra contains interesting data on women of diverse background obliged to earn their living. It speaks of women skilled in handicraft and for spying, living inside the house of enemy. He also stated about those women who were spinning yarn at home to support their families.

During medieval period, on one hand historians get references of some prominent women participating in Muslim and Hindu polity like Razia Sultana, Nurjahan, Jahanara and Chand Bibi, yet on the other hand, the era was not a relief, in general, to the status and position of Indian women. During the medieval period, Indian woman's position was deteriorated when Sati, child

marriages and a ban on widow remarriages became part of social life among some communities in India. According to Suguna (2009) these social evils induced the social reformers and they criticized these particular inhuman practices. The Muslim brought the purdah practice, Rajputs of Rajasthan Jauhar practice. In some parts of India, the Devadasis or the temple women were sexually exploited. Polygamy was widely practiced especially among Hindu Kshatriya rulers. In many Muslim families, women were restricted to Zenana areas. The brief survey by Kamat (1980) showed that women took in their stride the changing circumstances and adjusted themselves. In the Vedic age, they were equals of men. In middle ages, their education became circumscribed; still those in the higher strata took advantage of education available.

Status of Women in Modern Era in India

In modern period, the English education and western learning resulted in to a new atmosphere in Indian society and polity. European scholars observed in the 19th century that Hindu women are more virtuous than other women. During the British Raj, many reformers such as Ram Mohan Roy, Ishwar Chandra Vidyasagar and Jyotirao Phule fought for the upliftment of women. Raja Ram Mohan Roy was the torchbearer of social reforms for the women. He campaigned for rights of women, including the right for widows to remarry, and the right for women to hold property. He actively opposed Sati system and the practice of polygamy. Goyal (2009) studied that this type of revolutionary thinking created bitterness between Raja Ram Mohan Roy and his family and he had to leave his home. Ishwar Chandra Vidyasagar strongly supported women education in Bengal and went door to door to persuade people to send their girl child to school. Chaturvedi (2004) studied that I.C.Vidyasagar also did a lot in the field of widow remarriage. Swami Dayananda Saraswati understands that the Vedic Hindu scriptures gave utmost importance to women. Sinhal (2009) highlighted that Swami Dayananda emphasized for the equal rights for women in every field. He tried to change the mindset of people with his Vedic teachings.

The two major forces acted as catalysts in the achievement of equality of women are National Movement and Leadership of Mahatma Gandhi. The social reformers of 19th century laid down the stage for the emancipation of women. In 1917, the deputation of women led by

Smt. Sarojini Naidu presented their demand for enfranchisement to British Government on the basis of equality with men. Crikesena(1998) et.al investigated on equality of black and poor women and their participation in formation of Government. In 1930, women organizations demanded immediate acceptance of adult franchise without sex discrimination. Though rejected by Government, The Karachi Session of the Indian National Congress accepted the demand and committed itself to women's equality regardless of their qualification and status.

Women Professionals

The nineteenth century reform movements had limited their efforts in improving the condition of women within the traditional family structure. The early twentieth century saw the birth of women organization and demand for equal rights. A large percentage of women in India are engaged in working outside the house. In present era, women with their smartness, grace and elegance have conquered the whole world. Women are considered to be more honest, meticulous and efficient comparative to men. Woolf (2006) studied that women with their hard work and sincerity have excelled in each and every profession. Hence more and more companies prefer hiring women for better performance and result. Women prefer all types of job but a few favorites are Air Hostess, Advertising, Advocate, Electronic Engineer, Software Engineer, Fashion Designer, Journalism, Teacher, Business Executive, Beautician, Doctor etc. Jobs such as sewing, typing, cleaning, cooking etc. are also having high percentage of women.

The National data collection agencies (2008) accept the fact that there is a serious under-estimation of women's contribution as workers. However, there are far fewer women in the paid workforce than that of men. In urban India, women have impressive number in the workforce. As an example at software industry 30% of the workforce is female. They are at par with their male counter parts in terms of wages, position at the work place. In rural India, agriculture and allied industrial sectors employ as much as 89.5% of the total female labour. In overall farm production, women's average contribution is estimated at 55% to 66% of the total labour. According to World Bank report (1991), women accounted for 94% of total employment in dairy production in India. Women constitute 51% of the total employed in forest-based small-scale enterprises.

A report published by Anita Nayyar in the The Times of India (2011) showed that one of the most famous female business success stories is the Shri Mahila Griha Udyog Lijjat Papad. In 2006, Kiran Mazumdar-Shaw, who started Biocon - one of India's first biotech companies, was rated India's richest woman. Lalita Gupte and Kalpana Morparia (both were the only businesswomen in India who made the list of the Forbes World's Most Powerful Women), run India's second-largest bank, ICICI Bank. Women have adorned high offices in India including that of the President, Prime minister, Speaker of the Lok Sabha, Leader of Opposition, etc. The current President of India is a woman.

The women had been a neglected not through the different phases of history; even the great scholars like Manu questioned the capability of women to perform equality with man. They were debarred from giving any legal witness in judicious cases. It is a high time when women have to shoulder equal responsibilities vis a vis man and come out as an equal performer in different fields like social, economical and political to claim equality. The present plans and their time to time implementation are enabling the women to come out of the abnoxious clutches of gender disparity. Soni (2006) referred that the social condition of the women has been subservient to males from the hoary past. It remained so through the medieval ages and still existing in the modern period in many sections of the society. McLaughlin (2010) defined professional development as liberation from economic dependence from others and a professional is someone who receives monetary compensation for participating. The opposite is an amateur, meaning a person who does not receive monetary compensation. To overcome the male domination is a great hurdle in the life of women. Constitution also safeguards the rights of the women and provides ample opportunity for the overall development of her. Education and Professional development have added strength to the confidence of women. They have become able to raise their voice against the social economical disparities. They are handling successfully both fronts at home and outside. When they are given chance, they do not lag behind even in surpassing the men.

Work Exploitation of Professional Women

The saying is true that the hand that rocks the cradle, rules the world. Jawahar Lal Nehru stated that you can tell the condition of a nation by looking at the status of women. The high cost of living has put the family in position where both male and female must work full time jobs to survive. Work exploitation involves circumstances in which certain persons are being mistreated or unfairly used for the benefit of employer. In this situation employee is using the other for his personal and economic benefit.

All the people have day to day basic needs and they earn to live a contented life. To fulfill these needs women are also entering in professional life. These basic needs for survival can also expose female employees to exploitation. When a person starts afraiding of losing his job as he will not be able to survive without it, he develops compromising attitude. Some employers see this fear as an opportunity and thus use it to take advantage of their workers. Most of the people experience exploitation in any form by their employer or supervisors. Sometimes employees are paid less than they deserve and other times they do not receive credit for their work. On many occasions the other employees take the advantage of it not only in the form of appreciation but in the form of bonuses also. If one feels as they are not being treated fairly in the workplace because of racism, sexism or any other bias, it also amounts to exploitation. Lebergott (2005) discussed many such conditions that women have to face. Low pay, sexual harassment, poor health conditions are the main negative features to which women suffer in professional field. Due to these negative features work exploitation of women are taking place. In modern society a number of women work to prove themselves, for this woman has sacrificed her family.

The problem of women exploitation is not only in India but through out the world it exists. Sonalkar (2003) in his paper stated that working women are exposed to many crisis and exploitation which push back women largely into the sphere of house work. Rosen (2009) seeks to explore issues concerning women and girls with disability who have experienced violence and exploitation. It is difficult to precisely determine the exact number of women and girls who are affected. The literature suggests that violence and exploitation against women and girls with

disability occur at a rate of 50% higher than in the rest of society. The article by Hatch et al (1998) studied on the problems common to all working women like attitude of employer, relationship with other workers and personal security of women. They are exploited both morally and physically. Women's work exploitation makes them lose their morality. The women professionals are exploited by not only their employers but by their male fellows also. They have to face verbal abuse, physical harassment economic, social and emotional exploitation. In International Conference on Women (Feb 2011) at Punjabi University Patiala, Verma had given the data that of the world's 1.3 billion poor, 70% are women. Of the world's one billion illiterates, two/third are women. Women still remain more vulnerable to abuse and are less likely to protect themselves from discrimination, humiliation, torture and exploitation due to adverse socio-cultural milieu at work places. The research done by Womens' Study Centre (2006) on the Women working in unorganized sector revealed the truth that they suffer from many problems like unhygienic environment, no medical facilities, no awareness regarding laws. Private sector played most powerful roles in process of self-formation for young girls and resulted in exploitation. Brookes et al (2009) presented in their paper that the sexualization and exploitation of women workers by private sector is very much in advanced liberal democracies. The fear of exploitation makes women weaker and uncertain and they avoid working outside.

Overworking or making them work many days without any relaxation, no adequate health environment or equipment that helps the employee to get her work done easily are also the manifestation of exploitation. Rudd et al (2004) found that inadequate equipment and lack of other facilities have been a source of excessive physical work which resulted in low morale and dissatisfaction. Sometimes reports of direct or indirect physical exploitation are come to know. Hostile working environment affect both men and women workers. But there are many gender specific dangers to which women workers, because of their biological makeup, are exposed. These dangers severely affect women's physical and reproductive health. Rohila (1999) found that the women sanitary workers are working in unhealthy physical environment. It may contribute to a sense of uneasiness and work done in poor physical condition over a long period of time may result in dissatisfaction with the job. Child bearing is natural biological phenomena for women but at their work place they have to face so many problems relating to it. They have to attend their work till the very advanced stage. In private sector they are not giving appropriate

maternity leaves and other such facilities. Even during the pregnancy, the social set up is such that they are not psychologically comfortable at their work place during this period. After the birth of the child, the women have to face with other new problems like proper caring of child. For high middle classes women generally leave their children in crèches where the atmosphere is not conducive for the overall development of the child. Lower class families could not afford such facilities of high cost and they have to make do with unregistered, untrained inadequate child minders or house helpers who are either too old or are themselves still children. Even women involved in home-based work are also exploited due to specific poor working conditions. Christensen (1986) conducted a survey on 14000 women who work at home and considered half professional also not able to solve the child care problems. Another survey report by BBC monitoring South Asia (2005) has shown that 99% of carpet weavers are women and girls working under poor conditions. The report told that serious attention should be paid to the miserable condition of carpet weaving women and the government and international organizations should take measures to end this. Some time they have to physical torture. Though it does not exist in higher class job but in low profile jobs it occurs. But some time it also takes place in respectful profession. The news was published in The Tribune (05-12-2011) that during a protest in public sector by EGS teacher union, a female teacher was slapped by a sarpanch in public gathering which is against the dignity of a woman who is protesting to redress her grievances in a parliamentary and democratic way. These women workers are generally exploited. District Patiala has a sufficient number of women workers working in unorganized sector. During their work, they face a lot of problems; they are exploited and are unaware about their rights. It can be easily estimated that these women are living a life far below from satisfaction. They live under unhygienic environment which results dangerous diseases.

Exploiters have bargaining power. The economic exploitation of women is comparatively higher than man because in our social set up they have stronger ties with their families as compared to men. Man can afford to work hundred and hundred miles away from their families but this is not easy for women especially for married women. Even highly educated women have to face unemployment or under employment at the cost of remaining near the station where their children and family reside. Women are not paid the genuine salaries. Hence they form exploited and under paid sections of the workers in many jobs but due to the efficient performance in the

field of education and professional education they are coming closer to the point where they can draw handsome salaries in industries such as mechanical engineering, metal manufacturer, communications and IT sector. There percentage is increasing though still not upto the mark. Helm et al (1985) discussed that how Japanese women are exploited for economic benefits. It states that exporters and low margin suppliers use Japanese women to fend off competitors and maintain huge profits in the U.S. market. It is stated in ICCL Working Conference on Women's Rights as Human Rights (Dublin, March 1997) that because women are more likely to undertake part time or informal work to accommodate the demands of the family, they are vulnerable to low-paid and insecure work without benefits, such as pension plans and health insurance. Women are also more likely to face discrimination with regard to hiring and promotion to senior positions because they take time out for maternity leave, child care and so on. Also the failure to measure and value women's unpaid work must be addressed along with broader issues around the exploitation of careers in the home. A press release issued by Association of Women for Awareness and Motivation (2009) organized a training workshop on the theme of The Promotion and Protection of Human Rights of Women Workers" in Pakistan at Gilalipur B in which 26 participants including women workers, students and representatives participated who discussed current situation of laborers, role of women worker in economy of Pakistan, labour laws, policies and ILO C-177. They emphasized on formation of policies and laws to empower women workers of informal sectors for providing equal opportunities and resources along with social protection and for ending their exploitations. It is the way to force somebody to work without being employed as wage laborers.

Women from every region of the world report that the sexual exploitation of women and girls is increasing on a larger scale. No doubt exploitation is done with both the sexes' male and female but it is easy to exploit women than men. Sexual harassment is more prominent at lower level as compare to the women with high positions but they are also not completely free from this curse. The case of Roopen Deol Bajaj IAS officer of Punjab cadre is not only an exception in the society. Some women dare to respond and expose such cases while other avoid due to various reasons. Even the daring women like Roopen Deol Bajaj some time feel exhausted while fighting the long drawn battles in judicial formalities. A survey has revealed how unsafe it is turning out for the women in China to work at offices, with one in five women respondents

admitting to have suffered sexual harassment at her workplace. It has been learnt through the survey that despite the vast number of victims, most of them choose to maintain silence about their ordeals or leave their jobs instead of reporting these or taking legal action against their attackers. They do so because of a lack of support structures and difficulties in gathering evidence. Hossain et al (2011) explored that women trafficked for sexual exploitation have lost their mental health and physique. A research study conducted by International Labour Rights Fund (2002) has revealed that women workers in export industries suffer from sexual harassment, including violent abuse and rampant discrimination by their employers and supervisors.

No doubt, there are laws to protect women and prevent exploitation like (the Interstate Migrant Workmen Regulation of Employment and Conditions of Service Act, 1979, The Bonded Labour System (Abolition) Act, 1976 and Maternity Benefit Act, 1961), but these legislations are not practically and strictly implemented. Terrell (2001) examines workplace situations that include on African American engineer, whose complaints of verbal harassment by coworkers and supervisors are ignored by management. He also mentioned about cases where highly qualified nurses were superceded by those who were less qualified but involved with the boss. Leach et al (2007) reported that for women, sexual harassment reduced their desire to continue their job and schooling especially in patriarchal societies where the fear of being withdrawn from working by family members is on peak. All over the world women are working in different fields yet they have to face many horrible conditions than males. Dallas Morning News (2001) reported that Urena, a Latin American Women, was offered to work as a maid in Spain for $ 200 a week but she was taken to bar and forced to become sex slave. When she came back to home she told her story to other young women who are recruited to work in Europe but the pity is that when they know the dangers they are still eager to go because poverty is miserable

India is a country whose population of women alone is more than the total population of many other countries. Regardless of this, the numbers of sexual abuse and exploitation cases against women clearly throw light on the fact that women in India do not enjoy even basic rights; their health, education and empowerment. In India there was absence of law for the protection of women at work places. The Union Cabinet approved the introduction of the Protection of

Women against Sexual Harassment at Workplace Bill, 2010 in the Parliament to ensure a safe environment for women at work places, both in public and private sectors whether organized or unorganized. The measure will help in achieving gender empowerment and equality.

Law needs to be reformed to provide legal protections for women workers all over the world. Additionally, women need to be educated about their rights in order to protect themselves from such abuse. These days the parliamentary constitution is reconsidering the draft bill on Protection of Women from Sexual Harassment at their Workplaces (2011). The draft bill's definition of a workplace includes offices in government, private sectors and places in which a women visits by airs, rail, land or sea during the course of her job. The committee is impressing upon the government to include domestic workers also within the definition of workplace. India has already signed the International Labour Organisation (ILO) convention 189 for Decent Work for Domestic Workers. The bill got special attention on front page of The Tribune of December 9, 2011. Women class is facing socio-economic and gender based discrimination. U.N. Secretary-General Kofi Annan (2005) said that despite voicing concern at the General Assembly two years ago, most governments have failed to take any concrete or meaningful steps to protect women migrant workers who suffer from violence at home and in the workplace every day.

Work Life Balance

The idea of work life balance is firstly used in late 1970s in United Kingdom to describe the balance between an individual's work and personal life and later on in 1986 in United States of America. Work life balance is derived from the research of job satisfaction by Dr. Farnaz Nami. Sauter stated (2002) that workplace has become single resource of stress. Work life balance is a broad concept which is including balance of a worker between work and life. Work includes career and ambition and life relates to health, pleasure, leisure, family and spiritual development. Work life balance is often defined as balance between an individual's times spent at work and on home life but it also incorporates practices into their lives to integrate the work and non work aspects. It is reconciliation of paid employment and life. In present times women do not want to stay at home. Dual careers are becoming the part of our societies. Life is running fast and there are many pressures that couples have to deal with like running home, daily works

and professional settlements etc. To maintain their self esteem, without being victimized between work and personal attachments, they work very hard. In the wake of the dual career families, geographic dispersion of extended families and nuclear family system, nature of workforce has been changed. Sometime it proves difficult for women to maintain balance in work and life. Parker (2007) stated that women would report higher work life imbalance and they are more likely to use of work life programs than men. Zemke et al. (2000) opines that parents who are unable to devote the proper time and energy at home, their children develop feeling of resentment. Quick et al (2004) referred that work life imbalance haunts those persons more who think about life issues while at work and worrying about work issues while at home. The concept of work life balance is emerging not only in the life of men but also in the life of women. Niharika et al. (2010) found that both men and women reported experiencing work life imbalance equally.

The purpose of work life balance is to focus on how to successfully contribute work family relations and leisure time to satisfy in their life. It is said that saying no to one thing opens door to saying yes to something else. Work life balance enables capability to decide what is important or not and to consider what's happening is right or wrong. The concept helps to develop those skills which enhance the ability to evaluate priorities and plan accordingly. A survey was conducted on sample of 10,000 US workers by Kenexa Research Institute (2010) to judge that how male and female workers perceive work life balance. The study resulted that women are more positive than men to perceive work life balance.

Due to globalization and advance technologies, working hours are increasingly excessively and it becomes harder to keep balance between both personal and professional life though both are distinct. A survey by European Foundation for the Improvement of Living and Working Conditions (2008) was conducted on sample of 50,000 employees from different manufacturing and service organizations which showed that 2 out of every 5 employees are not satisfied with their work and life. The reason behind dissatisfaction is long working hours which increased because of deterioration of boundaries between work and home Bharat and Rai (2009) stated that there is a changing pattern in the working hours which is quite different from the standard one, which normally operates from 9 am to 5 pm. Upadhya et al (2006). Long working

hours and non supportive work environment extended the work pressure among employees, consequently, employees report work life pressures

The modern women do not want to just stay at home and do house work. They want to work outside the home and grow in their careers. Work and personal life are totally different. It is difficult to cope up with personal and work activities. Amato et al. (2003) discussed that the traditional distinctions between work-life and family-life have disappeared because of nuclear family system and advancement in technology as the responsibilities are minimizing and working hours are increasing.

The survey done by National Life Insurance Company United States of America (2011) explained that four out of ten employees feel that jobs are very stressful these days and particularly women reports stress related to conflict between work and family. Even Feuerstein (2008), a clinical psychologist, mentioned that there is great increase in work related neuroskeletal disorders from a combination of stress and ergonomic stressors.

Change in family structure (dual career) is another cause of imbalance between work and life. Another report published by National Study of the changing Workforce (2011) shows that 90% of working mothers and 95% of working fathers report work family conflict. Employees have to work for long hours. They are not able to spend time with family, friends and for healthy related activities. The idea described balance between an individual's work and personal life. In past one has to work for specific hours but with the passage of time working hours and places are shifted. It happened just because of advancement of technology like email, mobile phones and computers. These technologies make employees more feasible to keep contact with work. They have to work beyond physical boundaries of their office.

The working hours are not limited up to officer hours rather it extends. Presently home is not a heavenly place where men and women could rest and feel the comfort. Instead it is an additional place of work. These aspects can cause imbalance in the different areas of life. On one side these technologies proved as barrier in work life balance. Many women professionals remain busy in meetings through internet, mobile phones and global conference calls. Sometime these calls occur on odd hours because of difference in international times. It lacks in time to be

spent with family and take care of old persons in family. Excessively long working hours compel them to quit from their jobs. But financial crisis do not let them quit. A greater number of employees telecommute (work from home), or bring work home, thus blurring the boundaries between work and non work. McAuley et al. (2003) studied that the boundaries between work and life has been diminished due to advent of new technology. Since they already have connections before they reach their destination. The internet and mobile phones have made it possible for the organizations to keep in constant touch with the employees for twenty four hours.

On the other hand changing technologies help couples to keep up with work life balance. They are constantly in touch with their families over so many issues with the help of mobile phones, Google talk and Yahoo messengers. They can discuss household activities while sitting in office. Women professionals can stay in contact with their families not only through mobile phone but also through email, instant message or text messages. The checking of children's homework on their phones, use of security accessibility on their PC to prevent children from X-rated content are the technologies to help women professionals to take care of their children. The thought of work life balance makes its impression on many organizations that employers are trying to organize such programmes which could be beneficial for their employees, they have given training to balance between home and office activities which resulted in more proficiency. But it is also true that work life balance is unique from one to another because professional and personal goals and ideas differ from others.

Values and Women

To large extent, a country is shaped by its cultural setting and ethics that refer to standards of conduct indicating moral duties and virtues, which themselves are derived from principles of right and wrong. India's languages, religions, dance; music, architecture, food and customs differ from place to place within the country, but nevertheless possess a commonality. Every society has its own identity based on its culture. Society in general and family in particular play a significant role in the Indian culture, having a tradition of the joint family system. Venkataiah (2007) found that in India, every Indian feel proud of the identity, cultural heritage and glory of motherland. The set of shared attitudes, values, goals, and practices that

characterizes an institution, organization or group is called culture. Ethics are inseparable part of our culture and society.

Values are related to the third branch of philosophy termed Axiology which discusses the nature of value. Values play the role in making determination of moral attitude to life. It literally means something that has a price, something precious, dear and worthwhile. In other words values are a set of principles and standards of behaviour. Venkataiah (2007) stated that values are the guiding principles of life which are conducive to all round development. They are like the rails tracks that keep a train on the track and help it move smoothly, quickly, with direction and bringing quality to life.

A principle value is foundation upon which other values and measures of integrity are based. Nair (2001) stated that quality of life comes from different values like political, economic, social, cultural, health and environmental values. These values have contributed to a better quality of life. There is no bad thing in the world, but bad use of thing. Pragmatists believed that values can be achieved through social and individual process. The committee on Emotional Integration (1961) recommended that 'every student who takes up science should have some background in the humanities and should study a compulsory paper on Indian cultural heritage, just as students in humanities should have some knowledge in general science'. The Indian Education Commission (1964-66) recommended instruction on moral, social and spiritual values at all levels of study. UNESCO (1972) in its report of the international commission suggested that educational system should encourage the promotion of the values of world peace, international understanding and unity of mankind. Shukla (1996) in his study found that there is no significant difference between religious, social, aesthetic, political or health values of working and non working women. The University Education Commission (1948-49) asserts: "If we are not prepared to leave the scientific and the literary training of pupils to the home and the community, we cannot inculcate values to these." Values are considered subjective and vary across people and cultures. Types of values include ethical/moral values, doctrinal/ideological (political, religious) values, social values, aesthetic and personal values. It is debated whether some values are intrinsic or not. Values developed early in life may be resistant to change. They can be social, moral, cultural and personal values. Some of the types of values are ethical,

organic, recreational, economic, political, personal and intellectual ones. Religious value can be derived from particular groups or systems such as culture, religion and society which are helpful for the growth of the individual.

In present times due to scientific approach and lost faith in education, values are deteriorating. It is duty of family to cultivate values among children at home. Modern educationists are thinking of value based education but it is an old age practice in ancient educational system. In older times, religious institutions were the centre of moral values. At that time education was imparted in such a way so that youngsters could learn values. The concept of Dharma, Mokhsha; Purshartha formed the spiritual and moral basis for life. The school and family were two agencies to develop values among children. The teachings of Sri Krishna are form of values that should be practiced in life. In Bhagwad Gita, he mentioned that one should perform his duty without expecting a reward. Truth, beauty and goodness were supreme values in ancient India and they served as guiding lights for men in their lives.

In the joint family system all important decisions and rules abide by all the family members. But in recent times, especially in urban areas have started living as a nuclear family. The values which were foundation of Indian society are crumbling like sand castles. But no one is able to protect them. Value formation matters to a nation's well being. It should be regular feature of family's life. A woman is pivot of family. Women bear almost all responsibility for meeting basic needs of the family. They play the role of mother, sister, daughter, daughter-in-law, wife and so many others in the family. As more women are entering in multi-roles, their physical and mental well being is put at stake. The high status was given to woman in our religious world and its scriptures. She is maintained family tradition and strengthening the spiritual affairs. Gore et al (1987) mentioned that women having multiple roles made her more independent, confident, tolerant, individualistic and complex. Mother is first teacher of child; it is her task of making good men and women. The child is robbed of its full development, if it receives no guidance in early years towards recognition of salient values of life. Sitha Ram (2009) displayed the view that development of values among children is a matter of concern and commitment for women. It shows her negligence towards of value inculcation among children. The destiny of India is shaped at home first then in society so woman has to realize her duty of

value conservation in family and society. She can make an impact on family culture through her own personal conduct and values. Walshok (1998) et al studied on transmission of direct and indirect values among women professionals. Woman has taken the responsibility of motherhood. She works to fulfill physical, social, emotional and spiritual needs of family. In the Sikh Scripture, Sri Guru Granth Sahib, it is stated that for a child the first religious and spiritual teacher is the mother. Therefore, the main responsibility of teaching the values falls on the shoulders of women whether she is working or household. These roles should be harmoniously combined if the evolution of society and culture is wished. Singh (2000) mentioned that in each and every society woman has played the role of first educator for children to inculcate the values. If they will be value oriented only then they can function well in society. She has to nourish children in such a way so that they can be value oriented and function well in society. It does not mean value inculcation is responsibility of women not of men. The values inculcated by women in her family are beyond the rubies.

Sandhu and Singh (1979) reported that values and motivational factors contributed more to job satisfaction than factors like behavior of immediate officer, adequacy of salary, administrative set up and social status attached to the job. Male persons also have high values as Gupta (1998) compared values among male and female teachers. He found that male teachers having high social values than female teachers. But contradictory view was presented by Verma and Tyagi (2008) in his study on senior secondary school teachers that social values are high among female teachers than male teachers and political and economic values are high among male teachers than female teachers.

But our modern and woman professional is talking about economic problems only. Economic values among professional women are changing. They are raising voice for their economic rights rather a big part of female population is not seriously aware of their economic values. RekhaDevi Raju (2001) discussed on poor economic values of women. Even they are not having economic independence to spend what they earn, it mean they are having no consideration of money. Mankehel (1998) also mentioned that it is husband or parent in law who were to spend the salary of working women. The role of women is not just to clean home but to be a teammate with her husband. Aggarwal (1998) compared democratic values among male and

female teacher of government school teachers. She found that democratic values are comparatively high in female teachers than male teachers. Henley (2002) stated that hedonistic values are high in women than men as they believe in present than future. They love to enjoy the present movements of their life.

The women with high power values are more strengthen than those having low power values. They use their power in such a way that chances of their exploitation level gets minimize. But the pity is this that most of the women are not having high power values. Gupta and Borkal (2008) admitted that women's power values regarding taking major decisions of house hold tasks and at workplace is shamefully low than men. Yogi Vemana refers; one cannot attain higher values without experiencing the lower ones. So, the protection of our physical body is essential. Their awareness for health gives her strength to fulfill her responsibilities properly. Fox and Richey (1993) studied that 89% of industrial women workers are having poor health values as they are suffering from skin diseases, tuberculosis and asthma etc.

The valuable role that women play in the home is beyond words. It is clear that recognition is given to her maternal and family role then public and professional role. It is not wrong for women to work outside the house. The problem occurs when, after coming back home, women could not put adequate amount of energy into the home.

SIGNIFICANCE OF THE PROBLEM

New education has ushered new era for Indian women. Now they are becoming equal partners with their male fellows. They are performing better in the field of medical, engineering, education and so on. Likewise they have started coming in every field and there is enough number of working women. At the same time, a woman professional is exploited at workplaces and they remain deprived of the values.

The definition of personal values is being changed in the life of women professionals. Powerful values help women professionals to maintain their work life balance. Values are changing fast due to the advent of extreme professionalism. Work life balance could stagger low

values and great amount of work exploitation among women professionals. Exploited women are also not able to maintain the balance between personal and working life. Long working hours keep them away from their families. It creates imbalance in both the fields, working and personal when one is denoting his/her more to one and neglecting another area. The woman with hedonistic values would remain more cheerful and would be able to perform better in a stressful atmosphere. The imbalance in private and personal life affects the health of women professionals. The study conducted by National life insurance Company (2011) states that women, in particular, report stress related to conflict between work and family Persistent stress results in cardiovascular disease, sexual health problem, weaker Immune system, stiff muscles or backache. The awareness of health values can help them to save themselves from these diseases. Values enable the employees to contribute to the work place, not for their work pattern but for personal satisfaction.

It is considered that growth and deterioration of values in a society are determined with the role of women. But women are getting busy in different professions. They are spending more and more time at workplaces and getting exploited. Not even a single sector or department is untouched from complaints of exploitation. A lady sub inspector with the Mumbai Police Anti narcotics cell complained of harassment by her senior on March 2, 2002. She was called by her senior to his chamber and made objectionable remarks. She sought to register a FIR, but no case was lodged. Then she moved to the National Human Rights Commission and after nine years she has paid Rs. 50,000 as compensation (The Tribune, Dec**.** 10, 2011)**.** There are so many incidents which are not reported by female staff.

High personal values and environment of workplace are inextricably linked with each other. If the values are not very high in a woman she has more chances to get exploited. But if due to unavoidable circumstances the exploitation becomes inevitable then also it badly affects the values present in the women. So both values and exploitation are reciprocal with each other. The person who is having more power and knowledge values can sustain in the worse situation for a longer time because knowledge gives you awareness to fight a worse situation and power values give you strengthen. Likewise the person with higher health values would like to avoid working in unhealthy environment. Helmy et al (2005) analyzed on health promotion activities

and demographic variables of working women and housewives and found that working women are more aware of health values. Helen et al (1997) conducted a research to study effects of employment on women's health which resulted that working women are aware of health values but they are too busy to maintain their health. It would be difficult to exploit a person with high social values because such person will fetch his dignity and reputation despite of each n every effort of employer or fellow ones. Religious values strengthen the inner consciousness of a person. One's spiritual binding forbids him to surrender before any unconducive situation easily. The person with high economic values would have a tendency of not compromising with lower wages. High family values can compel a man to maintain a dignity gained by virtue of high family traditions. Kiswar and Vanita (1985) had given data on economic exploitation of female agricultural laborers who were paid 40 to 60 % of the males' wage. Even when women occupy similar positions and educational levels, they earn just 80% of what men do which is weaker part of their personality.

Under impression of professionalism, personal values among women are deteriorating day by day. In the name of exploitation, they are loosing the values which are important part of their overall development. So they are failure to maintain their economic, aesthetic heath and personal values. Career oriented women are also becoming significant part of the brain-drain process in India. Women are also growing in professional field to get power. Sometimes in this field where performers start loosing their moral, religious, spiritual, social and family values and try to sustain their power positions. The victory of the performer is based on the defeat of his opponent. It begins the endless fight and struggle against others ideologies. The selfish fight goes to such an extent that even the positive achievements of the opponents are depicted and projected in a negative way and the colour of falsehood. This vicious cycle is continuously going on in every department. To materialize these evil plans, every type of violence is used. The social, religious and emotional sentiments of the people are exploited in professional life. Rise of professionalism among women, is also leading to a significant change in their social behaviour. A study on managerial women by Jones (1997) reported that organizational values are more supportive of work and personal life balance in relation to job and career satisfaction, less work stress, less intention to quit, greater family satisfaction, fewer psychosomatic symptoms and more positive emotional well-being. But rather no study related to association of personal values and work exploitation with work life balance is found. Results of the study may be useful to women education, value education and vocational institutes in designing gender specific curriculum to reduce work life imbalanced. That is why it is a dire need to study the women professionals that how long they are able to keep up and to maintain a

balance between their values and save themselves from work exploitation while balancing between professional and personal life.

OPERATIONAL DEFINITIONS OF THE TERMS USED

PERSONAL VALUES

A personal value is a foundation upon which other values and measures of integrity are based. The cherished ideals and beliefs always shaped and motivated one's life. This form of deep respect for each person has the power of generating good will, great happiness, and great achievement

Classification of Personal Values

Religious Value

Religious value is defined in terms of faith in God where one performs according to the ethical codes prescribed in the scriptures and the sect. Religious values are like going on pilgrimage, living a simple life, having faith in the religious leaders, worshipping God and speaking the truth.

Social Value

Social value is defined in terms of charity, kindness, love and sympathy for the people. It is an effort to serve God through the service of mankind, sacrificing personal comforts and gains to relieve the needy and miserable.

Democratic Value

Democratic value is characterized by respect for individuality, absence of discrimination among persons (on the bases of sex, language, religion, cast, colour, race and family status), ensuring equal social, political and religious rights to all. There should be impartiality and social justice and respect for the democratic institutions.

Aesthetic Value

Aesthetic value is defined as appreciation of beauty, love for fine arts, drawing, painting,

music, dance, sculpture, poetry and architecture. One must have love for literature, decoration, neatness and arrangement of the things.

Economic Value

Economic value stands for desire for money and material gains. A man with high economic value is guided by consideration of money and material gain in the choice of his job. His attitude towards the rich persons and the industrialists is favorable and he considers them helpful for the progress of the country.

Knowledge value

Knowledge value stands for love of knowledge of theoretical principles of any activity, and love of discovery of truth. A man with knowledge value considers knowledge of theoretical principles underlying a work essential for success in it. He values hard work in studies, only if it helps to develop ability to find out new facts and relationships, and aspires to be known as the seeker of knowledge. For him knowledge is virtue.

Hedonistic value

Hedonistic value, as defined here, is the conception of the desirability of loving pleasure and avoiding pain. For a hedonist the present is more important than the future. A man with hedonist value includes pleasure of senses and avoids pain.

Power Value

The power value is defined as the conception of desirability of ruling and leading others. The characteristics of a person of high power value are that he prefers job where he gets opportunity to exercise authority over others. He prefers to rule in a small place rather than serve in a big place. The fear of law of the country rather than the fear of God deters him from giving recourse to unapproved means for making money. He is deeply status- conscious and even tells a lie for maintaining the prestige of his position.

Family Prestige Value

Family prestige value is the conception of the desirability of such items of behaviour, roles, functions and relationships as would become one's family status. It implies respect for roles which are traditionally characteristic of different castes of the Indian society. It also implies the maintenance of the purity of family blood by avoiding inter-caste marriages. It is respect for the conventional outlook as enshrined in the traditional institution of family.

Health Value

Health value is the consideration for keeping the body in a fit state for carrying out normal duties and functions. It also implies the consideration for self-preservation. A man with high health value really feels if through some act of negligence he impairs his health. He considers good physical health essential for the development and use of his abilities

WORK EXPLOITATION

Work exploitation refers to certain such conditions in which the employer or the superior takes advantage of his higher position and deprives his inferior or subordinates of the proper workable conditions. The work exploitation includes different dimensions like physical, emotional, economic, sexual and social exploitation.

Physical Exploitation

The Physical Exploitation relates to lack of one's physical fitness, poor health environment and physical tortures. This type of exploitation creates an environment which is not conducive to the health of a person. It also indicates exploitation of services in domestic domain by employer in which physical appearance is necessary whether he is having sufficient time or not.

Emotional Exploitation

Emotional exploitation is more common and prevalent than other types of exploitation. When a person is trying to misbehave without caring of others emotions, it becomes the part of emotional exploitation. It includes verbal assaults and non verbal behavior like aggressive body language, curvy look and try to hurt others feelings. It also amounts to rejecting, isolating and degrading. One trying to devaluing other person, pushing him/her away or treating him/her as inferior to other persons is considered as rejection. In isolation victim has limited contact with others or the outside world. Degradation of a person includes humiliation, shaming and insulting both in private or public. Emotional exploitation includes left handed remarks, mental torture and demeaning the women to hurt them emotionally.

Economic Exploitation

Economic exploitation is the act of using another person's labor without offering them an adequate compensation. When subordinates are compelled to work for donkey hours without

proper monetary compensation is considered as economic exploitation. Employees are not paid the genuine salaries. Hence they form exploited and under paid sections of the workers in many jobs but due to the efficient performance in the field of education.

Sexual Exploitation

Sexual harassment is a reflection of the backward and abusive attitude adopted towards victim in Capitalist society. It includes all unwanted and offensive behaviours, whether physical or verbal, in which an individual uses sexuality to violate another's liberty and dignity. It can express itself through verbal intimidation, embarrassing attention, unwanted physical contact, and demands for sexual favours or physical assault.

Social Exploitation

It is an attempt to damage others social reputation and to isolate others from their dignified place. One is bound to keep away from social activities, deprived of your genuine social rights, his/her social dignity is put on stake and feel his/her socially isolated.

Women professionals

A woman professional is a part of discipline in which she regulates herself by means of mandatory and systematic training. This training is based on technical and specialized knowledge. Women's professional participation refers to women's ability to participate equally with men, at all levels and in all aspects of public and professional life and in decision making. It extends to other areas, such as family life, cultural, social affairs and the economy.

OBJECTIVES

1. To identify and compare pattern of personal values of women professionals of Northern India belonging to teaching, engineering, medical and law
2. To know the level of work exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law
3. To study work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law
4. To find association of personal values and work exploitation with work life balance of women professionals of Northern India

HYPOTHESES

1. The women professionals of Northern India belonging to teaching, engineering, medical and law have different pattern of personal values
2. There is no significant difference in the level of work exploitation of women professionals of Northern India belonging to teaching, engineering, medical and law
3. There is no significant difference in work life balance of women professionals of Northern India belonging to teaching, engineering, medical and law
4. There is no significant association of personal values and work exploitation with work life balance of women professionals of Northern India

STATEMENT OF THE PROBLEM

ASSOCIATION OF PERSONAL VALUES AND WORK EXPLOITATION WITH WORK LIFE BALANCE OF WOMEN PROFESSIONALS OF NORTHERN INDIA

METHODOLOGY

SAMPLE

The study will be conducted on sample of 1000 women professionals of Punjab, Haryana, Chandigarh, Delhi and Himachal Pradesh from Northern India. The sample of 200 women professionals will be taken from each state.

DESIGN

The present study falls under the domain of Descriptive Survey research, which deals with gathering of data. The study will be quantitative. The sample of 1000 women professionals will

be taken from Punjab, Haryana, Chandigarh, Delhi and Himachal Pradesh from Northern India. The sample of 200 women professionals will be taken from each state.

TOOLS

To collect data from women professionals of Northern India to find out association of personal values and work exploitation with work life balance, the investigator will use following tools.

- Personal Values questionnaire (PVQ) standardized by G.P.Sherry and R.P.Verma
- Self Structured questionnaire on work exploitation of women professionals
- Self Structured questionnaire on work life balance of women professionals

STATISTICAL TECHNIQUES

Mean differences will be calculated for all the groups under study and for different variables. Standard scores, means values, t-test and appropriate techniques will be applied to analyze the data for the present problem.

DELIMITATION

The study will be delimited to the women professionals of Punjab, Haryana, Chandigarh, Delhi and Himachal Pradesh from Northern India. Women professionals for sample will be selected from four specific professions which are doctors, teachers, lawyers and engineers.

CHAPTER SCHEME

INTRODUCTION

- *Theoretical Orientation of the problem*
- *Significance of the Problem*
- *Statement of the Problem*
- *Operational Definitions of the Terms Used*
- *Objectives of the Study*
- *Hypotheses*
- *Delimitation*

METHOD AND PROCEDURE

- *Quantitative Approach to the Present Study*
- *Sampling Procedure*
- *Sampling Frame*
- *Sampling Technique*
- *Tools*
- *Administration of the Tools*
- *Data Collection and Tabulation*
- *Statistical Techniques*

RESULTS, DISCUSSIONS AND INTERPRETATION

- *Identification of personal values of women professionals of Northern India.*
- *Comparison between pattern of personal values among the women professionals of Northern India*
- *Level of work exploitation of women professionals of Northern India*
- *work life balance of women professionals of Northern India*
- *Association of personal values with work life balance of women professionals of*

Northern India.

- *Association of work exploitation with work life balance of women professionals of Northern India.*

CONCLUSIONS

LIMITATIONS AND RECOMMENDATIONS

SUGGESTIONS FOR FURTHER STUDIES

SUMMARY

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APPENDICES

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